



KENNETH D. SIMMONS
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CLIFFS NATURAL RESOURCES INC.
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March 26, 2012

RECEIVED

MAR 28 2012

WIA
WORKFORCE PROGRAMS

Ms. Lori Kulju
Supervisor
Tilden Township
3145 County Rd. PG
Ishpeming, MI 49849

Subject: Empire Iron Mining Partnership/Tilden Mining Company L.C. WARN Notice

Dear Ms. Kulju:

As a result of a reduction in demand for its pellets, Empire Iron Mining Partnership, which is owned by subsidiaries of Arcelor Mittal Steel USA and Cliffs Natural Resources Inc., and supplies iron ore pellets to those companies for internal consumption and commercial sales, will be required to temporarily idle its operations beginning on or about June 1, 2012 and lasting until on or about October 15, 2012. Operations could resume sooner if unforeseen orders were to materialize for its pellets. It is also possible that the shut down period could be extended if the current demand for its pellets were to soften. We would, of course, advise you of any such change in plans.

Due to this temporary idling of Empire's operations, hourly employees at Empire will be laid off on or after June 1, 2012. The number of employees who will be laid off and their job titles are shown on the attached schedule. Because of range wide bumping rights with Tilden Mining Company L.C., employees at each location are affected by reductions in force not only at their own mine but by reductions in force at the other mine. Reductions in force at each location will be made in compliance with the seniority provisions of the September 1, 2008 Basic Labor Agreement and Seniority and Posting Agreement. Benefits for employees laid off will be pursuant to the Basic Labor Agreement, the Supplemental Unemployment Benefits Agreement, and Program of Insurance Benefits applicable to the employees.

The United Steelworkers represent hourly employees at Empire Iron Mining Partnership and Tilden Mining Company L.C. Their representatives are:

Both Mines

Mr. Michael Bolton
Director, District 2
United Steelworkers
1244A Midway Road
Menasha, WI 54952

Empire Mine

Mr. Mark Poirier
President, Local 4950
United Steelworkers
1206 Baldwin Avenue
Negaunee, MI 49866

Tilden Mine

Mr. James Jarvi
President, Local 4974
United Steelworkers
P.O. Box 2000
Ishpeming, MI 49849-0901

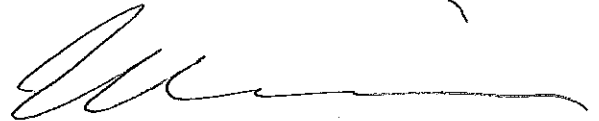
In the event additional information is needed by you regarding this notice you should contact Mr. Lyle Goward, Area Manager – Human Resources, at P.O. Box 2000, Ishpeming, MI 49849-0901. His phone number is 906-475-3534 and his FAX number is 906-475-3472. His e-mail address is Lyle.Goward@Cliffs NR.com.

The information contained in this notice is based upon information available to the Company as of the date of this notice. Should a change in circumstances materially affect the scope, timing, or duration of the planned idling of operations we will notify you accordingly.

Very truly yours,

Empire Iron Mining Partnership and
Tilden Mining Company L.C., doing
Business together as Cliffs Michigan
Operations, by
The Cleveland – Cliffs Iron Company,
Operating Agent

Kenneth D. Simmons

A handwritten signature in black ink, appearing to read 'K. Simmons', with a long horizontal flourish extending to the right.

General Manager
Labor and Employee Relations

Cc: James Kochiever - Acting General Manager – Cliffs Michigan Operations
Mr. Lyle Goward – Area Manager – Human Resources – Cliffs Michigan Operations
Mr. Eugene Bryant – Director – Human Resources – USIO
Ms. Stephanie Bechorn – Manager, WI Section Workforce Development Agency

Empire Plant

Job Class	Job Title	May 12	Jun 12	# of Invoic
CONCENTRATOR OPERATING				
15026	LOADER OPERATOR ONO	0	0	0
18412	CONCENTRATOR - UTILITIES	0	0	0
18411	CONC PLANT ATTENDANT	22	0	32
18510	CONC PLANT OPERATOR	4	0	4
18513	ASST PLANT OPERATOR-CONC	12	1	11
18610	UTILITYMAN - CONCENTRATOR	0	0	0
18612	QUALITY TECHNICIAN I	10	0	10
30522	GENERAL LABORER	1	0	1
18610	VACUUM TRUCK	0	0	0
10710	REAGENT HANDLER	0	0	0
30522	DRUMMAN	0	0	0
	VACATION REPLACEMENTS	0	0	0
	Cont. Operating Sub-Total	58	1	58

PULPET PLANT OPERATING				
15231	GRVY COORDINATOR/PULAN	0	0	0
30522	GENERAL LABORER PRO	0	0	0
15106	HOSE HANDLER-VAC TRUCK	1	0	1
15912	VACUUM TRUCK OPERATOR	1	0	1
30518	PULPET PLANT OPER	4	1	3
30712	DRYER OPERATOR/SHV ATTENDANT	4	0	4
30709	UTILITYMAN - PP	22	0	22
30615	ASST OPERATOR - PP	20	0	20
	VACATION REPLACEMENTS	0	0	0
	Pulpet Plant Operating Sub-Total	52	1	51

GENERAL PLANT				
30522	GENERAL LABORER	0	0	0
10710	CONTRACT COORDINATOR	0	0	0
30206	WAREHOUSEMAN STD	0	0	0
60020	SAFETY CHAIRPERSON	1	0	1
74220	TRAINER	7	0	7
71918	UNION SAFETY REPRESENTATIVE	2	1	1
74220	TRAINING COORDINATOR	0	0	0
72318	UNION OFFICER	1	1	0
	VACATION REPLACEMENTS	0	0	0
	General Plant Sub-Total	10	2	12
	TOTAL PLANT OPERATING	158	4	178

PLANT MAINTENANCE				
72018	GRANT REPAIRMAN	1	0	1
15012	PLANT CRANE OPERATOR	1	0	1
30411	HEATING PLANT ATTDIT	1	0	1
70516	CRANE OPERATOR	1	0	1
54206	TROUBLESHOOT ATTENDANT	1	0	1
60820	LUBRICATION TECHNICIAN	7	0	7
60810	AIR CONDITIONING REPAIRMAN	0	0	0
60914	GOODSMAN	1	0	1
30522	GENERAL LABORER/STEELMAN	0	0	0
72418	FIRE EXTINGUISHER TECH	1	0	1
10008	UTILITYMAN	2	0	2
50800	PLANT REPAIRMEN HIL PER	0	0	0
71417	PLUMBER STD	1	0	1
15231	GRVY COORDINATOR/PLAN	0	0	0
72518	PLANT REPAIRMAN STD	116	1	117
72618	WELDER STD	7	0	7
72618	STRUCTURAL STEEL - WELDERS	8	0	8
72518	STRUCTURAL STEEL - REPAIRMAN	2	0	2
72418	WELDER LAYROUT STD	4	0	4
60010	MILL LITERMAN/LINING TECH/FADER	0	0	0
74020	MACHINIST STD	0	0	0
	VACATION REPLACEMENTS	0	0	0
	TOTAL PLANT MAINTENANCE	192	1	193

PLANT ELECTRICAL				
72622	ELECTRICIAN REPAIRMAN STD	12	0	12
74420	ELECTRICIAN FIELD STD	21	1	20
50512	ELECTRICIAN FIELD APPREN	0	0	0
50106	ELECTRICIAN HELPER	2	0	2
05018	AIR CONDITIONING REPAIRMAN	2	0	2
54222	LIGHT FIXTURE CLEANER	0	0	0
	VACATION REPLACEMENTS	0	0	0
	TOTAL PLANT ELECTRICAL	37	1	36
	TOTAL PLANT MAINTENANCE	199	2	197
	TOTAL EAST PLANT	329	6	323